A Profile of Persons with Disabilities in British Columbia:

Employment, Labour Market Needs and Occupational Projections

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A Profile of Persons with Disabilities
In British Columbia:
Employment, Labour Market Needs
and Occupational Projections

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BRITISH COLUMBIA

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Report Highlights

Persons with disabilities experience significant challenges in their ability to achieve employment, acquire skills and locate long range career opportunities. These challenges complicate and limit access to a productive, economically and socially rewarding work life. This report is an examination of the employment and employability of persons with disabilities in British Columbia, contrasted with projected labour force challenges and opportunities to be confronted in BC in the future.

A Profile of Persons with Disabilities

The 2001 Participation and Activity Limitation Survey (PALS) studied the Canadian population of those with at least one disability. According to PALS:

- Persons with disabilities represent a significant portion of the population.
  - There are 3.6 million (12.4%) Canadians with disabilities; and
  - Approximately 13.8% of the BC population have at least one disability.

- Persons with disabilities participate in employment at a significantly lower rate than for persons without disabilities.
  - Nationally, 42% of persons with disabilities are employed, compared to 74% of persons without disabilities, a 32% difference.
  - In BC, 44% of persons with disabilities are employed, compared to 72% of persons without disabilities, a 28% difference.
  - Nationally, 26% of individuals with disabilities are unemployed compared to 6% without disabilities, a 20% difference.
  - In BC, 21% of individuals with disabilities are unemployed compared to 6% without disabilities, a 15% difference.

- Thirty percent (30%) of British Columbians with disabilities reported they are not in the labour force compared to 22% of those without disabilities.

➤ Persons with disabilities experience lower income levels than those without disabilities.

- PALS indicates that the income range most frequently (20%) reported by individuals in BC with disabilities was $10,000 – $14,999, compared to the $20,000 – $29,000 range cited most frequently (14%) by those without disabilities.
- The average income of women without disabilities ($28,074) in BC was 53% higher than that of women with disabilities ($18,306).
- The average income of men without disabilities ($36,053) in BC was 63% higher than that of men with disabilities ($22,076).

➤ While some variation exists between the educational attainment of individuals with and without disabilities in BC, educational attainment does not appear to be a reason for poor labour market outcomes for persons with disabilities.

- The majority of adults with disabilities in BC have either less than a high school education (29%) or a high school education (25%).
- However, of adults without disabilities in BC, 23% have less than a high school education and 28% have a high school education.
- At the post-secondary level, approximately 17% of individuals with disabilities in BC have a college education (non-degree granting institutions, private colleges, and technical institutes), approximately 15% have a trades certificate or diploma, and about 14% have a university education.
- Among those without disabilities, 16% have a college education, 11% have a trades certificate or diploma, and 22% have a university education.

Although the statistics above offer a limited glimpse of the world of persons with disabilities, it is reasonable to conclude that employers are not utilizing the skills and abilities of persons with disabilities to their fullest potential.

The Labour Market

- Labour market trends in British Columbia indicate a growing need to consider non-traditional labour markets groups.
  - Employment growth in British Columbia has been consistently lower than that of Canada since 1998. Improvements have been seen, however, and employment growth is expected to reach 2.5% in 2003. In the short term, it is expected that BC will continue to face considerable challenges in terms of increasing employment growth.
  - The shift in labour force demographics is changing the rate of new entrants into the labour force. Historically, new entrants have been responsible for employment growth – typically those between the ages of 15 and 24. In 2002, this age group represented 13.5% of BC's population. However, due to declining birth rates, it is estimated that new entrants 15 to 24 years of age will comprise only 10.0% of the total population by the end of 2022.
  - Labour force shortages are also associated with the aging of the work force as much of the current labour force is preparing for retirement. Therefore, the number of new labour force participants will be less than what was experienced in the past, which will have a dampening effect on labour force growth in British Columbia.
- In the future, the BC labour force will need to fill a significant number of positions.
  - 913,287 positions will need to be filled in BC between 2003 and 2015 (Canadian Occupational Projection System).

- The occupational categories in which the largest number of job openings in BC will occur over the next ten years include:
  - Trades, Transports, Equipment Operators
  - Natural and Applied Sciences
  - Occupations Unique to Processing, Manufacturing
  - Occupations Unique to Primary Industry

- By 2011, 41% of the working-age population will be between the age of 45 and 64 years, up from 29% in 1991.
- The direct economic impact on British Columbia attributed to the 2010 Winter Games has been projected at $2.4 billion in gross domestic product and 54,000 person years of employment, earning $1.9 billion total in wages and salaries.
- New labour force entrants aged 15 to 24 years of age will comprise only 10% of the total population by the end of 2022, considerably lower than the 13.4% in 2001.
- Population projections show a considerable increase in the proportion of the labour force that persons with a disability (18.0%) represent as compared to the overall provincial growth rate (16.0%).

➤ The 2010 Winter Olympics can provide the opportunity to develop a labour market development strategy for persons with disabilities.

- In order to meet the expected labour force demand, any economic initiatives will require targeting non-traditional workers, such as individuals with disabilities, to compensate for the expected labour supply and demand imbalance in BC.
- The 2010 Paralympic and Olympic Winter Games will act as a catalyst for the community, business and government to enhance accessibility within Vancouver and Whistler for the 2010 Games and beyond.

The Games will also provide the province with the opportunity to develop effective employment strategies to integrate individuals with a disability into the BC labour market in general, and into operations of the Olympic Games in particular.

Gaps in British Columbia

A review of current research aimed at helping persons with disabilities to find and maintain employment has found that, despite the availability of projects and studies in this area, some gaps exist in the areas of research, practice and knowledge.

Research

- Despite recent surveys on disability and employment, there continues to be a lack of information available.
- Existing data on persons with disabilities does not have sufficient focus on employment and labour market issues.
- More research is needed into the experiences and needs of persons with disabilities in the workplace.
- Research regarding work place accommodations is needed to dispel myths that accommodations are usually expensive rather than the reality that accommodations are typically possible through inexpensive, commonly available technology and or simple adjustments to work processes.
- Persons with disabilities often have limited involvement and/or input in research projects which concern them. Certain, non-traditional labour market groups remain under-represented both as the subjects of research into employment and as target groups for employment projects (e.g., Aboriginal persons with disabilities, older workers with disabilities, and young persons with disabilities making school-to-work transitions).
- Research is not often tailored to the needs of employers.
- Better data is needed in order to effectively target development of services and supports.

- Changes in the labour market offer both challenges and opportunities to persons with disabilities who are seeking employment. The changing nature of the labour market suggests the ongoing need for research to maintain up-to-date data in all of the areas listed above.

Practice

- Employment projects do not always provide what persons with disabilities want or require.
- Much of the emphasis on improving labour market outcomes for persons with disabilities is on the individual needing to change rather than placing this onus on their potential employers.
- New types of work may offer new opportunities for persons with disabilities, such as telework or home-based work.
- New technology could be better utilized, such as web directories for employers and employment seekers and for matching the skills of employment seekers with the needs of employers.

Knowledge

- Employers need more comprehensive and readily available information about the workplace needs of persons with disabilities.
- Communication is needed about the skills and successful strategies utilized by persons with disabilities employed in their chosen career.
- "Success stories" about employment search and on-the-job experiences can challenge stereotypes and provide positive role models for persons with disabilities while demonstrating capability to potential employers.

Opportunities for Action

Persons with disabilities make up 13.8% of the British Columbia population. Many have the capacity and desire to actively participate in the labour force, but are restricted by barriers to their employment or re-employment that prevent them from participating to their full ability. With future employment projections for British Columbia pointing to greater labour demand amid shrinking labour supply, there are potentially many employment opportunities for persons with disabilities and other non-traditional labour market groups. However, systemic issues and historical biases in labour practices must be examined and corrected in order for these labour groups to have access to these employment opportunities.

- Enhancing employment opportunities for persons with disabilities will require a coordinated effort by employers and government.
  - Increased partnerships among business, government and community organizations are needed to promote hiring and retention of persons with disabilities through better information and supports for employers.
  - Disability management and return-to-work strategies can provide an alternative to labour force entry/re-entry for persons with disabilities.
  - More opportunities need to be available for alternative means of labour force participation for individuals with disabilities, such as supported employment, vocational rehabilitation, and home employment.
  - Utilize advances in technology such as voice and breath activated computers, adaptive and ergonomic keyboards, amplified telephone equipment, alert & signaling devices to promote alternatives to the traditional workplace-based employment, such as home employment.

- Foster the entrepreneurial spirit of persons with disabilities by promoting self-employment as an option within the labour force.
- Tax incentives by governments may act as an incentive for employers to increase their participation in the recruiting, training and employment of persons with disabilities.

Section 1: Introduction

In April 2002, the BC Ministry of Human Resources announced the *Employment Strategy for Persons with Disabilities*. In January 2003, the Minister of Human Resources launched the Minister's Council on Employment for Persons with Disabilities. As a key component of the Strategy, the Minister's Council was established as a partnership between government, business, education, community-based organizations and persons with disabilities, all with the aim of increasing the employment, employability and independence of persons with disabilities.

The Minister's Council determined that preliminary research is needed to inform Council on more advanced work, specific projects and actions that can be taken to advance employment opportunities for persons with disabilities in British Columbia. Through its Innovation Fund, the Minister's Council commissioned this research to develop a profile of persons with disabilities in British Columbia with respect to employment, labour market needs and occupation projections on Council projects.

The Research Process

The scope of work executed by R. A. Malatest & Associates Ltd. was in accordance with the project goals outlined by the BC Ministry of Human Resources. Based on a review of the research requirements, the Consultant has addressed the following topics in the literature review:

- Identification and critique of the most current research on employment for persons with disabilities, including workforce participation, income, education, disability supports and other factors affecting employability;
- Development of a profile of persons with disabilities in BC;
- Review of labour market data;
- Compilation of occupational projections;
- Identification of gaps in the research; and

- Development of a summary of opportunities for action that would enhance employment for persons with disabilities that could be adapted for use by government.

The Ministry of Human Resources was consulted and involved throughout the research process.

Section 2: Disability and Employment —Background and Context

Working Definition of Disability

One of the challenges of research in area of "employment and persons with disabilities" is the varying definition of disability used by researchers. Past research has often approached disability through the lens of health conditions and or daily activity limitations rather than from the viewpoint of persons with disabilities as a labour market component.

The working definition of disability used by the Ministry of Human Resources' Employment Program for Persons with Disabilities (EPPD) states:

> *"Persons with disabilities are those who regard themselves or believe that an employer would likely consider them disadvantaged by reason of any persistent physical, mental, psychiatric, and learning or dexterity impairment. The condition must be the primary barrier to finding and maintaining employment."*

This definition is most applicable to the discussion in Section 6: Gaps in British Columbia and Section 7: Opportunities for Action."

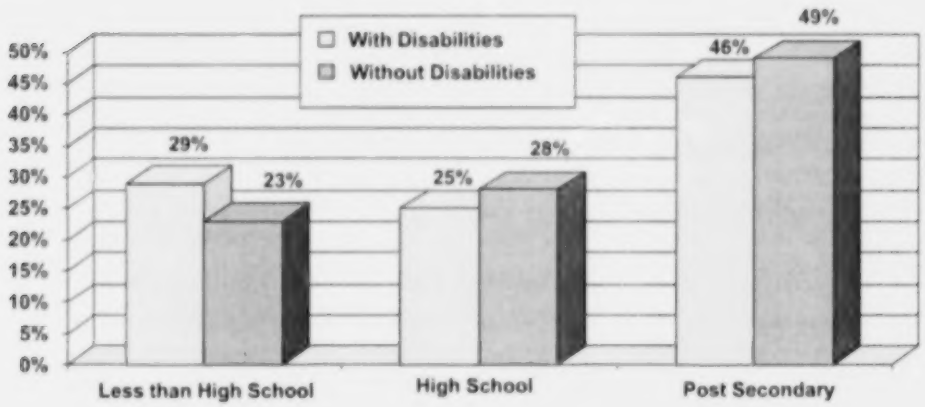
2.1 Persons with Disabilities in BC: A Profile

The following profile of individuals with and without disabilities in BC and Canada was developed with the use of recently published results from the 2001 Participation and Activity Limitation Survey (PALS). Participants of the survey were individuals living in households in the ten provinces across Canada. Residents of the territories, institutions and Indian reserves were not surveyed. Funding for the survey was provided by Human Resources Development Canada, and it was conducted by Statistics Canada. The following profile highlights educational attainment, labour force activity and income of individuals with and without disabilities in BC and Canada, as well as the use of and need for disability supports.

2.1.1 Education

Some variation exists between the educational attainment of individuals with and without disabilities in BC. For example, the majority of adults in BC with disabilities have either less than a high school education (29%) or a high school education (25%). Comparatively, of individuals in BC without disabilities, 23% have less than a high school education and 28% have a high school education. At the post-secondary level, approximately 17% of individuals with disabilities in BC have a college education (non-degree granting institutions, private colleges, and technical institutes), approximately 15% have a trades certificate or diploma, and about 14% have a university education. Of those without disabilities, 16% have a college education, 11% have a trades certificate or diploma, and 22% have a university education. Chart 2-1 illustrates the differences in educational attainment of individuals with and without disabilities in BC.

Chart 2-1
Educational Attainment of Individuals With and Without Disabilities in BC



Source: Statistics Canada, Participation and Activity Limitation Survey, 2001.
Note: High School includes persons who have attended courses at post-secondary institutions and who may or may not have a high school graduation certificate, and excludes those who have a post-secondary certificate, diploma or degree. Post-secondary includes trades certificate or diploma, university degrees and college certificates (i.e., non-degree granting institutions such as community colleges, CEGEPs, private trade schools, private business colleges and schools of nursing).

When considered by gender, men with disabilities (33%) in BC are more likely than women with disabilities (25%) to have less than a high school education, but men are more likely to have a trades certificate or diploma than women (19% and 12% respectively). The same is true for individuals without disabilities; men (24%) are more likely than women (22%) to have less than a high school education, and are more likely to have a trades certificate or diploma than women (15% and 8% respectively). Women in both groups are more likely than men to have either a college or university education.

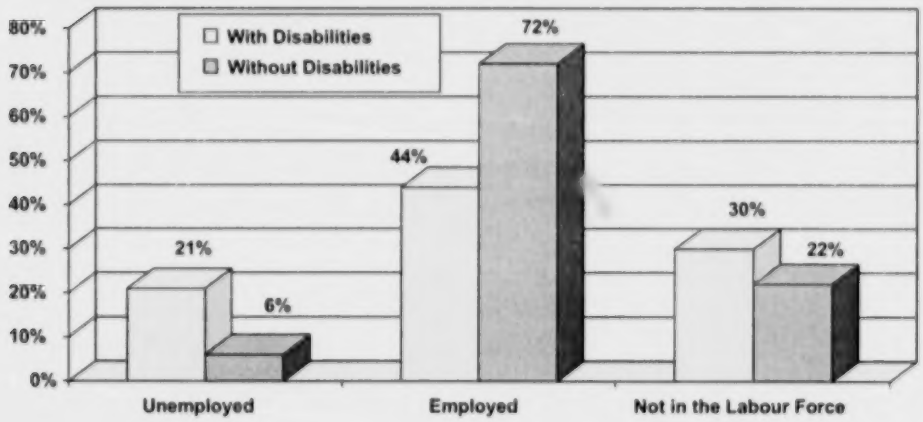
2.1.2 Employment

When labour force activity between BC and Canada is compared, employment statistics for individuals with disabilities vary. For example, in BC, 44% of adults with disabilities are employed as compared to 42% of individuals with disabilities in Canada. In BC, 21% are unemployed, compared to 26% nationally, and those "not in the labour force" make up 30% in BC and 29% across Canada. In all age groups in BC, men with disabilities are more likely than women with disabilities to be employed, with the exception of the 15 to 24 age group where women (48%) are more likely to be employed than men (42%). The same trend is found at the national level. In BC and Canada, women with disabilities (31% in BC and 30% in Canada) reported that they are "not in the labour force" slightly more frequently than men with disabilities (29% in BC and 27% in Canada). Finally, 47% of men in BC with disabilities indicated that they are employed, compared to 45% nationally. And, while 42% of women with disabilities are employed in BC, 39% are employed nationally.

The biggest differences with respect to labour force activity are between individuals with and without disabilities in BC and Canada. In BC, persons with disabilities aged 15 to 64 years are employed at a rate of 44%, while 72% of those without disabilities (in the same age group) are employed. The unemployment rate for persons with disabilities in BC is 21% and the unemployment rate for individuals without disabilities is 6%. Thirty percent (30%) of persons with disabilities reported that they are not in the labour force, in comparison to 22% of persons without disabilities.

Chart 2-2 illustrates differences in labour force activity between individuals with and without disabilities in BC.

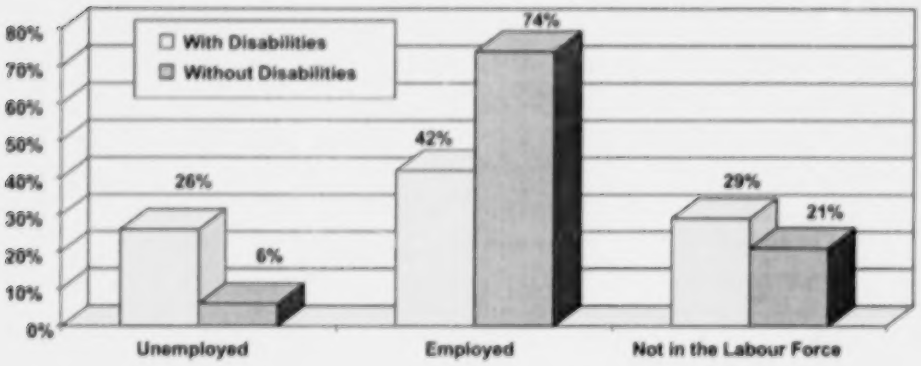
Chart 2-2
Labour Force Activity of Individuals With / Without Disabilities in BC



Source: Statistics Canada, Participation and Activity Limitation Survey (PALS), 2001.
Note: Totals do not equal 100% due to Not Specified responses.

Nationally, 42% of individuals with disabilities are employed, compared to 74% of individuals without disabilities, a difference of 32%. Twenty-six percent (26%) of individuals with disabilities are unemployed compared, with 6% without disabilities. Twenty-nine percent (29%) of persons with disabilities reported that they are not in the labour force, and 21% of persons without disabilities reported that they are not in the labour force. Chart 2-3 illustrates the labour force activity of individuals with and without disabilities in Canada.

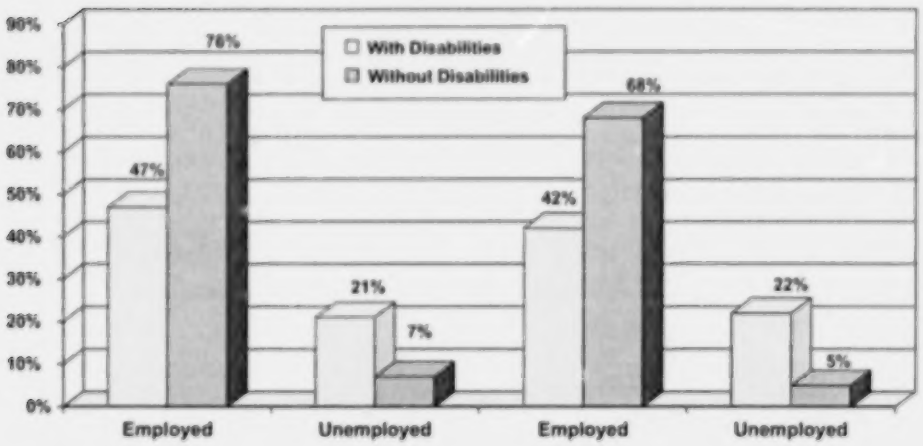
Chart 2-3
Labour Force Activity of Individuals With and Without Disabilities in Canada



Source: Statistics Canada, Participation and Activity Limitation Survey, 2001.
Note: Totals do not equal 100% due to Not Specified responses.

Considered by gender, 45% of men with disabilities are employed in Canada (aged 15 – 64 years) while 78% of men without disabilities are employed. For the same age range, the employment rate for women with disabilities nationally is 39%, while the rate of employment for women without disabilities is 69%, a 30% difference. Individuals with disabilities are employed in BC at 44%, up 2% from Canada's rate of 42%, which indicates that persons with disabilities may have a slightly better chance of being employed in BC than in Canada overall. Chart 2-4 illustrates a comparison of labour force activity of individuals with and without disabilities in BC by gender.

Chart 2-4
Comparison of Labour Force Activity of Individuals With and Without Disabilities in BC by Gender



Source: Statistics Canada, Participation and Activity Limitation Survey (PALS), 2001.
Note: Totals do not equal 100% due to Not Specified responses.

2.1.3 Income

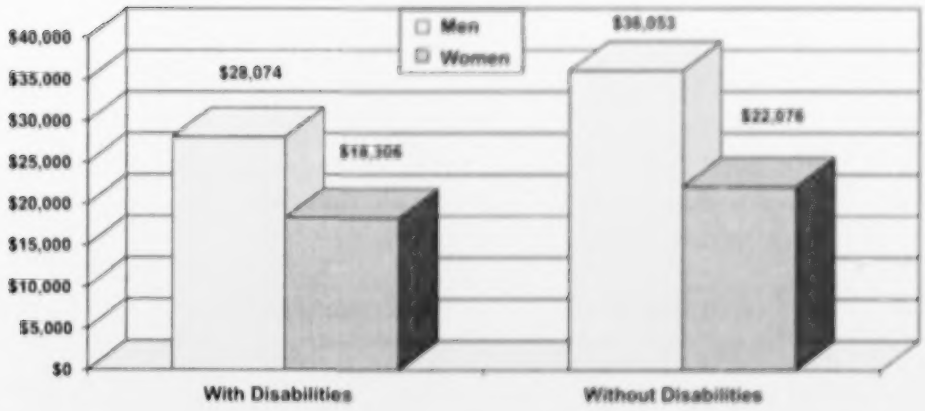
Income for the purpose of PALS was defined as "total income from all sources, including employment income, income from government programs, pension income, investment income and any other income" (Statistics Canada, 2003). With this broad definition of income, 97% of individuals with disabilities in BC and Canada aged 15 and over in 2000 reported an income. However, with only 44% of individuals with disabilities in BC reporting that they were employed, this further emphasizes that the remaining 53% of persons with disabilities are reliant on income that comes from sources other than employment.

Individuals without disabilities in BC had an income in 94% of cases. Men (95%) with disabilities in BC were slightly more likely to have an income than women (93%). Both men (99%) and women (96%) with disabilities in BC are more likely to have an income than men (95%) and women (93%) without disabilities.

The income range of $10,000 – $14,999 was reported most frequently (20%) by individuals in BC with disabilities, compared to the most frequently cited range of $20,000 – $29,000 for those without disabilities (14%).

When considered by gender, men with disabilities (17%) reported a higher income than women with disabilities that falls into the $20,000 – $29,999 range most frequently, whereas women with disabilities (26%) reported an income that falls within the $10,000 – $14,999 range in the majority of cases. Individuals without disabilities cited the income range of $20,000 – $29,999 most frequently, 13% of which were men and 15% of which were women. The median income for persons with disabilities was marginally higher in BC ($16,678) than in Canada ($15,451). Men and women without disabilities in BC had a higher average income than men and women with disabilities. Chart 2-5 illustrates the average income for men and women with disabilities and those without disabilities in BC.

Chart 2-5
Average Income for Men and Women With / Without Disabilities in BC

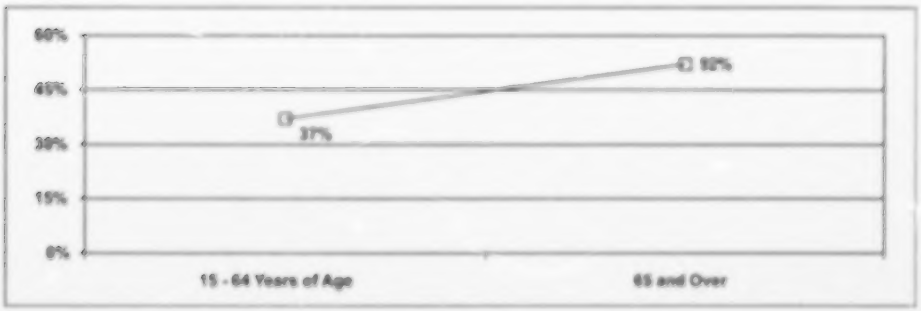


Source: Statistics Canada, Participation and Activity Limitation Survey (PALS), 2001.

2.1.4 Use of Disability Supports

The use of disability supports[1] varies marginally by age and gender in BC. For example, 44% of adults with disabilities in BC aged 15 years and older use and/or need assistive aids or devices, and 35% do not use or need assistive aids (22% did not specify).[2] Fifty-nine percent (59%) of men and women with disabilities receive and/or need help with everyday activities, and 30% do not (12% did not specify). And 12% of individuals use and/or need specialized features in the home, while 82% do not (5% did not specify). When compared by gender, there is little difference between the use and/or need for assistive aids, receipt and/or need of help with everyday activities, and use and/or need of specialized features in the home. As shown in Chart 2-6, overall, use and/or need for disability supports increases with age for individuals with disabilities in BC.

Chart 2-6
Age-related Increase in Use and or Need for Disability Supports – BC



Source: Statistics Canada, Participation and Activity Limitation Survey, 2001.

1 Disability supports referes to day-to-day supports, as opposed to employment-related supports.

2 The sum of the values for each category may differ from the total due to rounding.

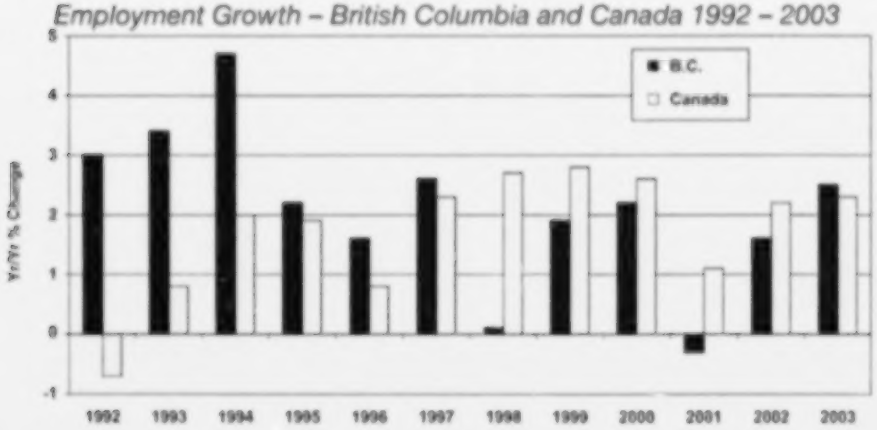
Section 3: Overview of Labour Market Trends

3.1 Review of Labour Market Data

Employment in British Columbia rose 1.6% in 2002 over the previous year, a welcome change from the 0.3% decline registered in 2001. The trend of increasing employment has continued into the first nine months of 2003, during which employment levels were 2.5% higher than those for the same period in 2002. In 2002, total employment in British Columbia's goods-producing sector increased by 1.8%, although it remained below 2000 levels, while employment in the service sector increased by 1.5%. Aggregate services employment has been much more stable than total goods-producing employment due to the consistent annual employment growth in the service sector since 1990. In comparison, the goods-producing sector experienced reduced employment in 1991, 1998, 1999 and 2001.

As highlighted in Chart 3-1, employment growth in British Columbia has been consistently lower than that of Canada since 1998. Improvements have been seen, however, and employment growth is expected to reach 2.5% in 2003.

Chart 3-1
Employment Growth – British Columbia and Canada 1992 – 2003



Source: BC Stats and Statistics Canada

In the short term, it is expected that BC will face considerable challenges in terms of increasing employment growth. These challenges include:

- A shift in labour force demographics.
  - New entrants into the labour force have historically been responsible for employment growth – typically those between the ages of 15 and 24. In 2002, this age group represented 13.5% of BC's population. However, due to declining birth rates, it is estimated that new entrants 15 to 24 years of age will comprise only 10.0% of the total population by the end of 2022.
  - Labour force shortages are also associated with the aging of the work force as much of the current labour force is preparing for retirement. Therefore, the number of new labour force participants will be less than what was experienced in the past, which will have a dampening effect on labour force growth in British Columbia. This will, however, be offset somewhat by the expected increase in international migration to the province.

- Restructuring of BC's forest sector.
  - As a consequence of high (27.2%) United States duties on softwood lumber exports, lumber prices have continued to decline rather than rise as was expected before the dispute. It is expected that employment growth in lumber operations will only occur once the dispute is resolved, which is expected by early 2004.

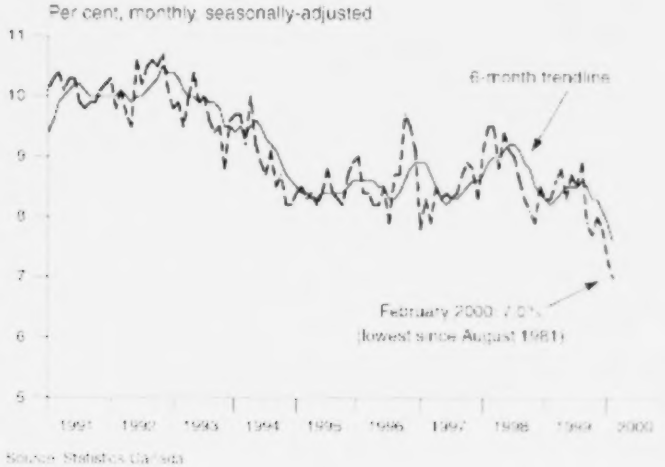
- Higher prevalence of job action.
  - BC tends to be characterized by more "confrontational" labour management bargaining. This could reflect the higher unionization rate in British Columbia. In 2000, BC's unionized workforce represented more than one-third of the total provincial workforce, well above the average for Alberta (22%) and Ontario (28%).

- Bias in terms of regional employment growth.
  - Since 1995, almost 84% of BC's employment growth has occurred in Greater Victoria or Greater Vancouver. Summarized in Appendix A are employment numbers and growth for Greater Vancouver and Greater Victoria and the remaining areas of the province.

While provincial employment growth is expected to average 1.9% annually over the next five years, the labour force is expected to increase at only 1.7% per year on average. This means that as unemployment rates fall and labour demand begins to exceed labour supply over the next 20 years, general labour market conditions faced by British Columbians are expected to improve.

British Columbia has witnessed a movement in its labour markets, similar to that of GDP, whereby employment growth has also slowed in recent years compared with the mid-1990's. Employment growth in 2002 was 1.6%, which was low compared with the previous ten years, although it was also a welcome change from the 0.3% reduction in employment between 2000 and 2001. Provincial unemployment bottomed out at 7.2% in 2000 but, following other trends, increased to 8.5% by 2002. Chart 3-2 illustrates the unemployment trends in BC between 1991 and 2000.

British Columbia Unemployment Rate



Source: Statistics Canada

Section 4: Labour Market Projections in British Columbia

4.1 Occupational Projections in British Columbia

According to the Canadian Occupational Projections System (COPS), provincial employment is expected to grow at an average annual rate of 1.2% between 2003 and 2015 (COPS, 2001). Between 2003 and 2007, employment growth is anticipated to be fairly strong, but only modest growth is expected beyond 2007 (RKA, Inc., 2003).

The top ten industries showing employment growth between 2003 and 2015 are: Other Transportation Equipment; Computer, Consulting and Other Business Services; Pulp and Paper, Paper Products; Accommodation, Food and Recreational Services; Health Services; Transportation and Storage; Utilities; Personal and Household Services; Wholesale Trade; and Construction. These industries will account for over half a million job openings in BC in the years between 2003 and 2015.

Appendix B outlines the current estimated employment, the annual rate of growth and the total number of openings by industry between 2003 and 2015.

4.1.1 Industries Facing Skill/Labour Shortages

As Canada's population continues to age, there are fewer younger workers available to fill current and future job vacancies. In 2001, the median age of Canada's "active" population reached 41.3 years, up from 38.1 years just a decade ago. By the year 2011, the median age is expected to reach a high of 43.7 years.[3] According to Human Resources Development Canada (HRDC), by 2011, as much as 41% of the working-age population will be between the age of 45 and 64

3 Statistics Canada. "Profile of the Canadian population by age and sex: Canada ages".

years, up from 29% in 1991.[4] It is therefore anticipated that the demand for new workers will exceed the supply, and that the number of job openings due to retirement will exceed the number of young people entering the workforce.

Approximately 56% of the employment openings are due to labour force replacement needs. For example, the age profile of the electrical and electronic tradeworkers reveals that mature workers (aged 50 years and older) accounted for more than 40% of the workforce in 1998[5]. Summarized in Table 4-1 are the occupational categories in which the largest number of job openings in BC will occur over the next ten years.

Table 4-1
Largest Number of Job Openings by Occupation

Occupation	Number of Job Openings
Trades, Transports, Equipment Operators	90,000
Natural and Applied Sciences	40,000
Occupations Unique to Processing, Manufacturing	25,000
Occupations Unique to Primary Industry	15,000

Source: BC Stats

Labour shortages generally occur because of a change in overall economic activity or structural factors[6] such as aging of the population, changes in consumer tastes, technology changes and innovations. Table 4-2 illustrates that the market conditions in targeted occupations in BC have no pressure from the demand side such as economic growth, as unemployment rates in most occupational groups have been above 5% since 1992.[7] Therefore, the shortages refer more to "the right mix of

4 Human Resources Development Canada. "Challenges of an Ageing Workforce: An Overview of the Issue, May 2002."

5 BC Statistics, *Labour Force Statistics – October 2000.* http://www.aved.gov.bc.ca/labourmarketinfo/lfsurvey/oct00/oct00.htm

6 Ibid.

7 Labour market is considered tight when the unemployment rate moves below 5%.

skills and knowledge" than to aggregate level of labour supply. Still, the future prospects of BC's economic growth means that, in the long term, economic demand is likely to result in labour shortages. Two national surveys released in 2001 by the Canadian Federation of Independent Business found that nearly one-half of all small- and medium-sized businesses in Canada consider a shortage of qualified labour a serious problem, as there are about 300,000 unfilled positions.

Table 4-2
Unemployment Rate by Occupation (1992-2002)

Occupation Groups	*'92*	*'93*	*'94*	*'95*	*'96*	*'97*	*'98*	*'99*	*'00*	*'01*	*'02*
Natural & Applied Sciences	5	5.3	4.2	4	3.9	3.2	4.5	3.3	2.2	4.7	5.2
Trades, Transports & Equipment Operators	10.8	10.6	9.7	9.6	9	7.1	9	7.8	7.7	7.5	7.8
Occupations Unique to Processing, Manufacturing	10.1	9.7	9.4	8.4	8.6	7.9	9.3	7.6	6.1	8.7	9.5

Source: BC Stats

4.1.2 Impact of the Aging Workforce

Declining birth rates and increased longevity have resulted in a "greying" of the population around the world. By the year 2050, the proportion of persons aged 60 years and older is expected to double, and will account for 21% of the total global population.[8] At the same time, birth rates are falling: in the year 2000, children represented 30% of the world's population, but by 2050, they will account for only 21%.[9] Developed countries, in particular, have a significantly older population and have birth rates lower than the level needed to replace generations.[10]

8 United Nations. "International Plan of Action on Ageing 2002" (Second World Assembly on Ageing, Madrid, 2002), p.1.

9 Ibid.

10 Peter Auer & Mariangels Fortuny. ILO. "Ageing of the Labour Force in OECD Countries: Economic and Social Consequences," 2000.

In Canada, this demographic trend has been mirrored. By the year 2026, one in five Canadians will be 65 years of age or older–up from one in eight in 2001.[11] Canada's birth rate has also been falling rapidly and, in the year 2000, stood at an all time low of 1.5 children per woman.[12]

This so-called "demographic bomb"[13] is expected to have a profound effect on the Canadian labour market. Over the next ten years, the number of Canadian workers aged 55 to 64 will increase by more than 50% and, by the year 2015, they will make up a total of 48% of the labour force.[14]

As Canada's population continues to age, there are fewer younger workers available to fill current and future job vacancies. In 2001, the median age of Canada's "active" population reached 41.3 years, up from 38.1 years just a decade ago. By the year 2011, the median age is expected to reach a high of 43.7 years.[15] According to Human Resources Development Canada (HRDC), by 2011, 41% of the working-age population will be between the age of 45 and 64 years, up from 29% in 1991.[16]

Obviously, an aging workforce is not only a national phenomenon; BC is experiencing the same trend. As highlighted in Chart 4-1, the 45 to 64 age segment has increased throughout the 1990s, while the 15 to 24 age segment has decreased.

11 Health Canada in collaboration with the Interdepartmental Committee on Aging and Seniors Issues. "Canada's Aging Population," 2002, p.1.

12 Statistics Canada, "The Daily," Thursday, September 26, 2002. http://www.statcan.ca/Daily/English/020926/d020926c.htm.

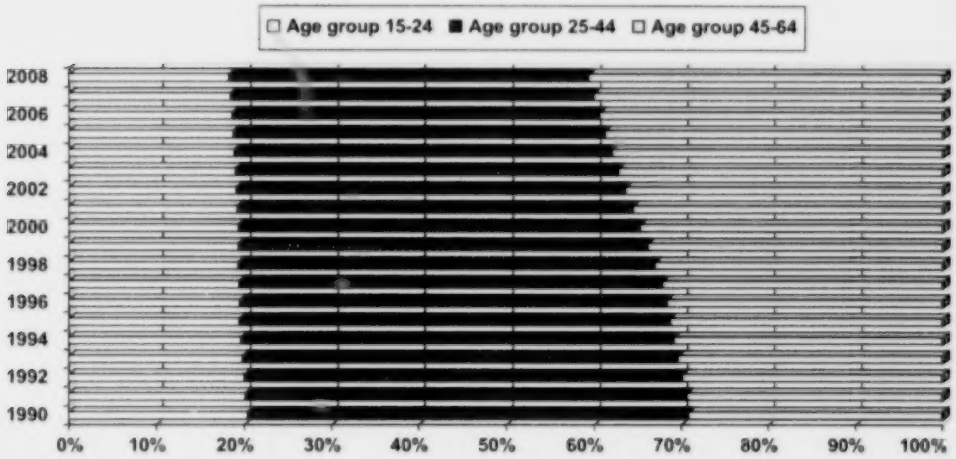
13 Human Resources Development Canada (HRDC). "Older Workers in the Labour Market: Employment Challenges, Programs and Policy Implications," 2002.

14 Ibid.

15 Statistics Canada. "Profile of the Canadian population by age and sex: Canada ages."

16 Human Resources Development Canada. *"Challenges of an Ageing Workforce: An Overview of the Issue, May 2002."*

Chart 4-1
BC's Working Population by Age Cohort



Source: BC Stats Population data

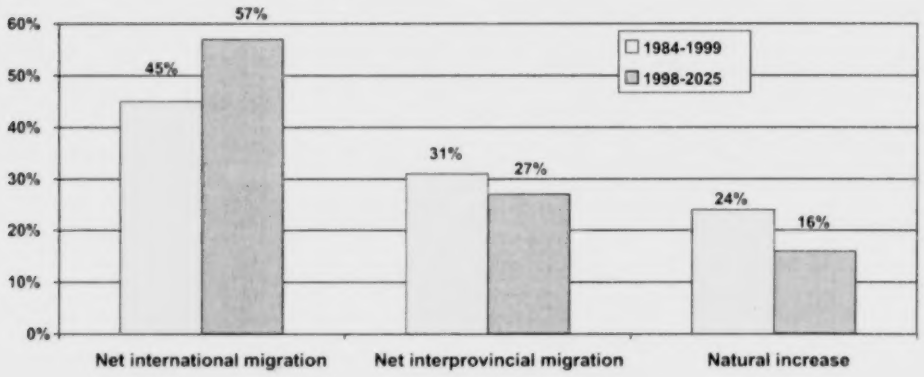
In addition to an aging workforce, people are retiring at a younger age than in previous years. In BC, the median retirement age decreased from 65 years in 1976 to 61 years in 1999. There is, however, a movement towards retired workers re-entering the workforce in a capacity that differs from the job held previous to retirement (e.g., new career, consulting, contract work, etc.).

The high rate of retirement, and early retirement are challenges that affect human resource issues such as hiring and retraining practices. These factors will have a large impact on the planning and structuring of human resources practices in all industries in BC in the future.

How will BC meet its labour demand growth as its labour supply shrinks?

Population growth in Canada and BC is driven more by immigration than by natural increase and this trend is expected to continue. In BC's population, diversification has accelerated with population growth being driven by international immigration and inter-provincial migration over the past 20 years. Net international migration is now the largest single contributor to population growth in British Columbia. This migration contributes more to BC's population than does either inter-provincial migration or natural increase. The trends in source population growth are summarized in Chart 4-2.

Chart 4-2
Past and Projected Population Growth Sources for BC
1984 – 1999 and 1998 – 2025



Source: BC Stats

Although the number of youth continues to grow in BC, the share of BC's total population between 15 and 24 years of age is declining. Potential labour force supply sources include persons with disabilities and First Nations people. Together with women, these under-represented groups will make up an increasing share of new labour force entrants. Population projections summarized in Table 4-3 show a considerable increase in the proportion of the labour force that represent persons with a disability (18.0%) as compared to the overall provincial growth rate (16.0%).

Table 4-3
Labour Force Participation for Special Population Sectors

Population Sector	*1996*	*2010*	*% change*
Persons with Disabilities*			
Aged 15 years and older	399,840	459,904	+15.0%
Labour Force Size	119,952	160,966	+34.2%
Labour Force Participation Rate	30%	35%	+5.0%
Aboriginal Population*			
Aged 15 years and older	96,566	113,948	+18.0%
Labour Force Size	61,755	72,870	+18.0%
Labour Force Participation Rate	64.0%	64.0%	0.0%
BC Average	***1996***	***2008***	***% change***
Aged 15 years and older	3,130,300	3,807,400	+22.0%
Labour Force Size	2,056,000	2,389,144	+16.0%
Labour Force Participation Rate	65.7%	62.8%	-2.9%

***Source:** The Laurier Institute
****Source:** BC Stats; Note that projections for 2010 were not available for BC, therefore, 2008 projections are reported.

In summary, it is evident that BC's supply of workers is diminishing and this trend is expected to continue at an accelerating rate for a number of years. In order to mitigate the impact of the decline in its workforce, industries will need to identify and employ different ways to attract youth and "non-traditional" workers (i.e., persons with disabilities, women, immigrants, Aboriginals) to BC's labour force.

4.1.3 Winter Olympic Games 2010

Many potential benefits have been cited for hosting the 2010 Winter Olympics in Vancouver and Whistler, and these benefits are expected to have long-term effects on the province. Some of the main expected benefits are outlined below.

First there is an expected increase in visitor traffic to BC for at least two years prior and five years after the Games. Increases before the Games would stem from growing interest in the

region and more importantly, lead-up sports events at the new Olympic facilities, such as world championship sporting events. Increased tourism after the games would occur due to increased international exposure of the area and improved winter sports facilities.

Other benefits include the opportunity to showcase BC products and services to a broad international audience, promoting trade and investment activity. It is likely, however, that this will not be a major component of the Olympic legacy as Whistler and Vancouver are already known as key tourism and economic centres. It can be said, however, that Atlanta experienced positive growth from hosting the Olympics, although the extent of this growth is hard to separate from the city's already strong growth. A similar situation will likely occur in Vancouver, as it, too, is already established as a main centre of commerce.

There could also be increased international interest in Vancouver as a conference destination as a result of the increased publicity associated with the influx of delegates and event attendees prior to and during the Olympic Games. Finally, the Winter Olympics are expected to create an enduring legacy through investments in sports facilities, cultural and sports endowment programs, social housing and major transportation infrastructure improvements.

The direct economic impact on British Columbia attributed to the Games has been projected at $2.4 billion in gross domestic product and 54,000 person years of employment earning $1.9 billion total in wages and salaries. When potential multiplier impacts are included, both indirect and induced, these figures jump to $3.3 billion in *total* gross domestic product and 77,000 total person years of employment with wages and salaries of $2.6 billion for residents of British Columbia.[17] The 2010 Olympic Games are expected to generate 54,000 direct person

17 These figures are not discounted over time and reflect straight financial benefits from sources outside the province.

years of employment (PY) over a 13-year period. This represents roughly 4,154 direct PYs on average for each year, although the employment impacts will vary from year to year with the bulk of them occurring during the Games.

There are a number of more intangible benefits that will result from hosting the Winter Olympics. The event will contribute to national spirit, confidence, pride and a sense of achievement for the community that will reach throughout Canada. This will be especially true for the 30,000 or more volunteers that will have direct contact with the Games. Residents will also witness improved transportation and winter sport infrastructure even after the Olympics are over. Local sport and cultural events will be greatly assisted by the new facilities. There will be lasting time-savings as a result of improved transportation infrastructure, the completion of which might be accelerated by the Games. It should be noted, however, that many of the related transportation projects would be undertaken regardless of the Winter Olympics coming to Vancouver.

The 2010 Paralympic Winter Games will be part of one overall organizational structure for both the Olympic and Paralympic Winter Games. For all new Olympic and Paralympic facilities the Vancouver OCOG intends to meet or surpass the British Columbia Building Code (BCBC) and the National Building Code of Canada (NBCC) standards for accessibility for persons with disabilities. The BCBC and NBCC provisions for accessibility are amongst the highest national standards for access in the world. To ensure the success of this initiative, $1.9 million has been budgeted specifically for accessibility upgrades to new and existing venues. Using existing facilities and designing new facilities for accessibility is part of BC's commitment to economic, environmental and social sustainability.

Section 5: Review of Current Research on Employment for Persons with Disabilities

5.1 British Columbia

The BC Ministry of Human Resources has developed the Employment Strategy for Persons with Disabilities (ESPD), whereby programs, systems, and supports under BC Employment and Assistance have been re-designed and adapted to address the diverse needs of persons with disabilities (BC Ministry of Human Resources, 2002). The strategy addresses barriers to employment faced by British Columbians who have disabilities including, earnings exemptions, workplace accommodations, employment planning and training opportunities.[18]

As part of the ESPD, the Ministry of Human Resources has implemented an Employment Program for Persons with Disabilities (EPPD). The EPPD provides new opportunities for persons with disabilities, and considers the full spectrum of services, interventions and supports required to address the varying needs of persons with disabilities. EPPD recognizes that individuals experience disabilities in different degrees and at different stages of their lives, and that their needs will also vary over time.

Furthermore, persons with disabilities have access to a continuum of services that assist them to prepare for employment. This client group varies in the amount that they can work and become self-reliant. Some, with minimal support, can work full-time and become economically self-sufficient, while others may only be able to work part-time, or some of the time, and will therefore require Ministry assistance on an ongoing basis.

18 www.mhr.gov.bc.ca.

The barriers to employment faced by persons with disabilities are reflected in poor labour market outcomes.

- Persons with disabilities have a labour force participation rate that is half the rate of persons without disabilities.
- Persons with disabilities have an unemployment rate that is twice that of persons without disabilities.

Despite these outcomes, many persons with disabilities want the opportunity to work so they can lead independent lives. Programs within this strategy are accessible to British Columbia Employment and Assistance (BCEA) clients with disabilities as well as to non-BCEA clients with disabilities.

However, some British Columbians with disabilities need the security that income assistance provides. It is from this sense of security that they can look to achieving more independence. In addition to providing increasing access to "specialized" services through EPPD, BCEA persons with disabilities also have access to the "mainstream" employment programs available to all BCEA recipients. BCEA eligibility criteria and income treatment will support persons with disabilities to achieve as much independence as they are able.

These outcomes also suggest that a fair and secure platform is needed from which persons with disabilities can prepare for and find employment. For some, BCEA is a starting point for moving to a greater level of independence and self-reliance. For others, BCEA will be an ongoing part of their involvement in the labour market.

Under BCEA, a set of policies and services are in place to assure persons with disabilities that their efforts will be supported and will continue to be supported whether or not they are able to become independent through employment.

A recently produced report by Roslyn Kunin & Associates, Inc (RKA, Inc. 2003) examines labour supply and demand in BC with respect to the 2010 Winter Olympics (RKA, Inc., 2003). One of the objectives of the report is to identify the projected labour demand for the Olympics and related projects, and to

determine gaps in the supply and demand of BC labour, training needs, etc. (RKA, Inc., 2003). Significant increases in the demand for labour in BC are expected to be generated by the Vancouver/Whistler Olympic Games, especially in terms of expansion projects such as the Richmond Airport Vancouver (RAV) rapid transit line and the Vancouver Convention and Exhibition Centre (VCEC) expansion.

The Greater Vancouver Business Leadership Network is a partnership program that brings together business, government, and community organizations in an effort to strengthen and further the employment opportunities of persons with disabilities. Activities such as disseminating information, highlighting case studies and best practices, increasing access to job postings, etc. make networks like GVBLN a valuable resource for both employers and employees.

5.2 National

A report entitled *In Unison: A Canadian Approach to Disability Issues* was produced by the Federal/Provincial/Territorial Ministers of Social Services in 1996, the goal of which was to establish a blueprint for promoting the integration of persons with disabilities in Canada (HRDC, 2003). The report was developed in response to the request by First Ministers in June 1996 to make disability issues a collective priority in the pursuit of social policy renewal (HRDC, 2003).

The *In Unison* framework outlines five objectives in the area of employment:

1. Reduce reliance on income support programs;
2. Promote access to the training programs available to all Canadians;
3. Increase the availability of work-related supports;
4. Encourage employers to make appropriate job/workplace accommodation

5. Promote work and volunteer opportunities for persons with disabilities (HRDC, 2003).

In 1997, the Ministers Responsible for Social Services approved a Multilateral Framework on Employability Assistance for People with Disabilities (EAPD), emphasizing employment for individuals with disabilities. In 1998 the EAPD replaced the Vocational Rehabilitation of Disabled Persons (VRDP) Agreement, that had been in effect since 1961.

The EAPD initiative involves the federal government cost-sharing 50% of the eligible costs incurred by provincial programs and services to help working-age adults with disabilities to prepare for, find and keep employment. The bilateral agreements negotiated for the EAPD were for a five-year period ending March 31, 2003, with a maximum total of $193 million in federal input per year is allocated to the initiative (HRDC, 2003). The EAPD has since been extended for one year pending development and approval of a new framework.

The new Multilateral Framework for Labour Market Agreements for Persons with Disabilities, which will replace the EAPD in April 2004, is guided by several principles:

1. Persons with disabilities should be fully included in Canada's social and economic mainstream, a key element of which is successful participation in the labour market. Fostering greater self-reliance through obtaining and maintaining meaningful employment will help persons with disabilities achieve inclusion;

2. A diverse set of approaches is required to support both persons with disabilities and employers in order to improve the employment situation of persons with disabilities;

3. Persons with disabilities should have access to mainstream and targeted employment programming to ensure their successful participation in the labour market;

4. Employment-related and workplace supports are critical to the success of persons with disabilities in the labour market;

5. Supports and services should be individualized, holistic, linked to other needed support systems, easy to access, portable across life transitions, timely and inclusive;

6. Co-operation and partnership between governments, persons with disabilities, community-based organizations, business, labour, Aboriginal, Métis and Inuit peoples and other stakeholders is key to the success of a comprehensive labour market strategy. (HRDC, 2003).

Programs and services that may be jointly funded under the proposed Multilateral Framework include:

Education and Training

Improve the level of basic and post-secondary education and work-related skills for persons with disabilities.

Employment Participation

Improve the labour market situation and independence of persons with disabilities with disabilities through employment-related activities.

Employment Opportunities

Expand the availability, accessibility and quality of employment opportunities for persons with disabilities, in partnership with business and labour.

Connecting Employers and Persons with Disabilities

Enhance awareness of the abilities and availability of persons with disabilities and strengthen persons with disabilities' knowledge of labour market opportunities.

Building Knowledge

Enhance the knowledge base, which contributes to continuous improvement of labour market policies and programs for persons with disabilities.

Job retention and career enhancement are also among the key issues, since both issues present secondary challenges to persons with disabilities once they have achieved employment (HRDC, 2003).

In 2002, the Government of Canada produced the report *Advancing the Inclusion of Persons with Disabilities* (HRDC, 2002). This report outlines the progress made in Canada in terms of addressing issues associated with, and faced by, persons with disabilities. It discusses the role of government, communities, families, and educational institutions, in improving Canada's knowledge on issues faced by, and associated with, persons with disabilities (HRDC, 2002). With respect to employment of individuals with disabilities, six indicators are examined that measure opportunities for skills development, learning and employment, including employment rates, year-round employment, hourly wages, workplace facilities, equipment and aids. Furthermore, the report describes the commitments of the government and actions in each area, including highlights of specific programs and services (HRDC, 2002).

A report by the Canadian Centre on Disability Studies entitled *Best Practices in the Home-Based Employment of People with Disabilities* examines telework (using computers and/telecommunication technologies to work away from their employers' workplace) as a home-based work option for individuals with disabilities (Canadian Centre on Disability Studies, 2002). It provides a guideline and best practices for the planning, implementation, and maintenance of successful home-based telework arrangements involving disabled workers. According to the report, four previous studies were completed in the 1990's concerning home-based work for persons with disabilities, however, several weaknesses were identified that render the reports of limited use. For example, one report focused on the opinions of employers' attitudes towards home-based work for persons with disabilities, but did not include the opinions of employees. Another study relied on information provided by employers, disability consumer groups and persons with disabilities who did not work at home (Canadian Centre on Disability Studies, 2002).

Further research conducted in 1998 by the Canadian Centre on Disability Studies includes an extensive literature review on contemporary disability management practices[19] (Canadian Centre on Disability Studies, 1998). A theme of the review was identifying best practices in contemporary disability management, such as:

- workplace-based disability management;
- approaches to case management in the workplace;
- strategies promoting early return to work for employees with disabilities;
- innovative accommodation (workplace) strategies;
- approaches to disability management in terms of prevention and intervention in the workplace and
- comprehensive and inclusive training opportunities (Canadian Centre on Disability Studies, 1998).

The National Institute of Disability Management and Research (NIDMAR), located in Victoria, BC, is an internationally recognized organization committed to reducing the human, social and economic costs of disability.[20] As an education, training and research organization, NIDMAR's main objective is the implementation of programs aimed at workplace-based reintegration, which international research has proven is the most effective way of restoring and maintaining workers' abilities, while reducing the costs of disability for workers, employers, government and insurance carriers.

19 As defined by the Constitution of the World Health Organization "disability management" means using services, people, and materials to (i) minimize the impact and cost of disability to the employer and the employee, and (ii) encourage return to work of an employee with disabilities. It should be noted that the term "disability management" is not commonly used, despite the fact that practices understood to be within the scope of disability management processes are now taking place within enterprises of all sizes worldwide.

20 www.nidmar.ca.

> With the support of governments, unions and some major corporations in Canada, NIDMAR has designed return-to-work models that are starting to be adopted around the world. For example, the German unit of Ford Motor Co. is training both labour and management employees through certification programs developed by the Canadian institute. Also, Weyerhaeuser Canada Ltd. of Kamloops, B.C., Canadian Pacific Railway Ltd. of Calgary, MacMillan Bloedel and the Communications Energy and Paperworkers union are among the pioneers of this new approach to disability management.[21]

21 Ibid.

Section 6: Gaps in British Columbia

A review of current research aimed at helping persons with disabilities find and maintain employment has found that, despite the availability of projects and studies in this area, some gaps exist in research, practice and knowledge. Further research and program development in the following areas may be necessary:

- Changes in the labour market offer both challenges and opportunities to persons with disabilities seeking employment:
  - new types of work offer new opportunities for persons with disabilities, such as telework or home-based work
  - new technology could be better utilized, such as web directories for employers and employment seekers; matching the skills of employment seekers with the needs of employers, etc., and
  - more research to highlight the industries and occupations most frequently occupied by persons with disabilities.

- More research is needed into the experiences and needs of persons with disabilities in the workplace:
  - information about the workplace needs of persons with disabilities should be comprehensive and readily available for employers and employees alike and
  - workplace accommodations do not usually involve expensive technology, but are more likely to be simple adjustments such as allowing for flexible hours, work-sharing, changing the height of a desk, or improving lighting.

- Communicating the skills and successful strategies utilized by persons with disabilities employed in their chosen career:
  - such 'success stories' challenge stereotypes and provide positive role models and

- communication in this area may be helpful in removing barriers to labour force participation for individuals with and without disabilities, as well as for employers.

➤ Existing data on persons with disabilities does not have sufficient focus on employment and labour market issues:

- Persons with disabilities often have limited involvement and/or input in research projects which concerns them.
- Research is not often tailored to the needs of employers.
- Despite recent surveys on disability and employment, there continues to be a lack of information available.
- Better data is needed in order to effectively target development of services and supports.
- The changing nature of the labour market suggest the need for maintaining up-to-date data.
- Certain groups remain under-represented both as the subjects of research into employment and as target groups for employment projects (e.g., Aboriginal persons with disabilities, older workers with disabilities, and young persons with disabilities making school-to-work transitions).

➤ Employment projects do not always provide what persons with disabilities want or require:

- Employment programs for persons with disabilities tend to concentrate on training and entering work, not on sustaining employment.
- Much of the emphasis is on persons with disabilities needing to change, rather than employers providing workplace accommodations.

Section 7: Opportunities for Action

Persons with disabilities make up a significant portion of our society. Approximately 13.8% of British Columbians have at least one permanent disability acquired at birth or through accident, disease or the aging process. The large majority of these people have the capacity to actively participate in the labour force, but are restricted by barriers to their employment or re-employment that prevent them from participating to their full capacity. The following section highlights some potential areas of action to improve employment outcomes for persons with disabilities.

- Labour Force Opportunities for Persons with Disabilities.
  - COPS projections suggest that 913,287 positions will need to be filled in the BC labour force between 2003 and 2015, thereby creating an opportunity to target non-traditional populations such as persons with disabilities to contribute to BC's labour force needs.
  - Twenty-six percent (26%) of individuals with disabilities are unemployed compared with 6% without disabilities, indicating that they are significantly under-represented in the labour force as compared to their counterparts without disabilities.
  - The occupational categories in which the largest number of job openings in BC will occur over the next ten years include:
    - Trades, Transports, Equipment Operators
    - Natural and Applied Sciences
    - Occupations Unique to Processing, Manufacturing
    - Occupations Unique to Primary Industry

- Demographic Issues Contribute to Employment Opportunities.
  - An aging workforce in BC will result in increased total job openings, particularly in growth industries, which could be filled by non-traditional populations such as persons with disabilities.

- Some of the industries showing above average employment growth include, Computer and Consulting; Accommodation, Food and Recreation; Health Services; Transportation and Storage; Utilities; Wholesale Trade; etc.

➤ 2010 Vancouver/ Whistler Winter Olympics Games.

- It is anticipated that the Olympic Games in Vancouver and Whistler will create significant increases in the demand for labour in BC. In order to meet this demand, any economic initiatives will require targeting non-traditional workers to compensate for the expected supply and demand imbalance in BC (e.g., individuals with disabilities and individuals of First Nations descent/status in BC) and
- The BC government has already committed to ensuring the accessibility of current and new facilities in both Vancouver and Whistler for individuals with disabilities— participants, spectators, employees and volunteers alike. The Paralympic and Olympic Winter Games will, therefore, act as a catalyst for the community, business and government to enhance accessibility within Vancouver and Whistler for the 2010 Games and beyond.

➤ Business Leadership Networks

- Partnership programs such as the Greater Vancouver Business Leadership Network bring together business, government, and community organizations in an effort to strengthen and further the employment opportunities of persons with disabilities. Activities such as disseminating information, highlighting case studies and best practices, and increasing access to job postings, may make networks like the GVBLN a valuable resource for both employers and employees.

- Issues faced by persons with disabilities are complex and interrelated and require a coordinated approach.
  - A coordinated and comprehensive approach across federal government departments, the business sector, educational institutions, community groups, families, and persons with disabilities, similar to that being developed under the Employment Strategy for Persons with Disabilities, should be sustained in order to provide coordination between policies and opportunities for action.

- Dispel the myths surrounding the potential of persons with disabilities to work.
  - Persons with disabilities who are not in the labour force are faced with the misperception that they are either unable or unwilling to work. Failure to recognize and address these myths and negative stereotypes results in discrimination and the exclusion of persons with disabilities from the workplace despite their willingness and ability to actively participate in the labour force.

- Perceived costs to employers to carry out workplace accommodation may act as a disincentive.
  - Modifications to the workplace, or in workplace operations, may be perceived as an unjustifiable expense to employers given the proportion of employees with disabilities. In truth, most accommodations cost less than $100. Many workplace accommodations are low in cost and some, such as flexible hours, work-sharing, modifications to the work place, do not involve excessive expenses to the employer. Promotion of the actual costs versus the benefits of workplace modifications, and/or tax incentives for employers who undertake accommodations, may result in an increased willingness of employers to provide accommodations.

- Disability management and return-to-work strategies provide an alternative to labour force entry/re-entry for persons with disabilities.
  - Disability management strategies seek to prevent disabilities, reduce the cost impact of disabilities, and provide mechanisms (e.g., early intervention, active rehabilitation, effective claims management) to promote maximum functional recovery and return-to-work. Such programs are becoming more prevalent since they offer an effective method by which recipients of disability benefits re-enter the workforce. Disability management provides an alternative to "pensioning-off" employees with disabilities (acquired either on or off the job-site), in favor of giving the employer a responsibility and the means of addressing the needs of the employee.

- Provide tax incentives for employers who actively recruit, train and/or hire persons with disabilities.
  - Tax incentives by governments may act as an incentive for employers to increase their participation in the recruiting, training and employment of persons with disabilities. A loss in productivity may be perceived by employers as a consequence of hiring an individual with a disability, and may, therefore, present a disincentive for employers to hire persons with disabilities. Compensation in the form of tax incentives and/or wage subsidies may be successful.

- Utilize advances in technology such as voice and breath activated computers, adaptive and ergonomic keyboards, amplified telephone equipment, alert & signaling devices to promote alternatives to the traditional workplace-based employment, such as home employment.
  - Home employment, such as "telework" or "telecommuting," may present a means of circumventing the physical and/or attitudinal barriers of the traditional workplace faced by persons with disabilities, while still allowing them to actively

participate in the labour force. Home-based employment provides the flexibility and autonomy to design a work schedule and work environment that meets the unique needs of the individual.

- Foster the entrepreneurial spirit of persons with disabilities by promoting self-employment as an option within the labour force.
  - Similar to home employment, self-employment allows the individual to customize his or her working environment and conditions, and increase his or her self-determination and independence within the labour force.

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Appendix A: Provincial Employment Patterns by Region/Area (1995 and 2003)

Area	*Employment (000's)*		*% Change*	*% of British Columbia's Employment Growth*
	1995	*2003 Jan-Sept)*		
Greater Vancouver	929.6	1103.7	18.7%	79%
Greater Victoria	143.1	153.9	7.5%	5%
Total – Urban Area's	1072.7	1257.6	17.2%	84%
Lower Mainland (excluding Greater Vancouver)	126.2	148.9	18.0%	10%
Thompson-Okanagan	194.7	216.7	11.3%	10%
Kootenay	69.7	69.9	0.2%	0%
Cariboo	80.4	80.8	0.5%	0%
North Coast: Nechako	49.1	46.8	-4.7%	-1%
Vancouver Island (excluding Greater Victoria)	166.8	158.8	-4.8%	-4%
Total All BC*	1792.3	2013.2	12.3%	100%

***Includes all other regions.**

Appendix B: Current Estimated Employment, Annual Rate of Growth and Total Number of Job Openings by Industry Between 2003 and 2015

Industry	*Estimated Employment in 2003*	*Average Annual Growth Rates 2003–2015*	*Total Job Openings 2003–2015*
Other Transportation Equipment	7,540	3.7%	6,596
Computer, Consulting and Other Business Services	90,679	3.0%	67,132
Pulp and Paper, Paper Products	15,155	2.0%	8,652
Accommodation, Food and Recreational Services	229,854	1.9%	110,355
Health Services	200,131	1.8%	113,898
Transportation and Storage	96,950	1.7%	53,471
Utilities	14,809	1.6%	7,617
Personal and Household Services	51,569	1.6%	26,345
Wholesale Trade	101,506	1.5%	51,233
Construction	127,495	1.4%	61,843
Professional Business Services	73,525	1.3%	34,547
Advertising	12,539	1.2%	5,520
Crude Petroleum, Gas Mining and Coal	1,189	1.0%	498
Retail Trade	274,402	1.0%	109,961
Finance, Insurance and Real Estate	109,579	1.0%	48,633
Printing and Publishing	20,193	0.8%	7,719

Industry	*Estimated Employment in 2003*	*Average Annual Growth Rates 2003–2015*	*Total Job Openings 2003 – 2015*
Electrical and Electronic Products	9,490	0.8%	3,723
Other Services Industries	73,545	0.8%	30,213
Other Manufacturing	24,500	0.7%	9,302
Wood	50,837	0.6%	16,620
Manufactured Mineral Products	14,149	0.6%	5,532
Logging and Forestry	23,554	0.3%	7,111
Mining, Quarries, and Sand Pits	7,026	0.3%	2,469
Food Products and Beverages	21,686	0.3%	6,731
Public Administration	90,306	0.3%	29,301
Education	135,466	0.2%	57,175
Metal Fabrication and Machinery, (excluding electrical)	19,354	0.1%	6,042
Communication	42,167	0.0%	10,781
Rubber, Plastics and Chemicals	12,239	-0.1%	3,162
Fishing and Trapping	8,225	-0.2%	1,886
Agriculture	33,147	-0.5%	7,854
Motor Vehicles, Trailers and Parts	4,566	-1.2%	501
All	2,001,821	1.2%	913,287

Source: COPS and RKA, Inc.

Appendix C: Review of International Research on Employment for Persons with Disabilities

United Nations

In 1993, the General Assembly of the United Nations adopted the United Nations Standard Rules on the Equalization of Opportunities for Persons with Disabilities, the main purpose of which is to facilitate Member States to adopt policies, programs and measures to achieve full participation and equality of persons with disabilities (Michailakis, 1997). An important component of the Rules is that the UN should monitor their implementation in member states, and as such, a survey was designed for governments of member states and national NGOs. The questionnaire was distributed in 1995 and by August 1996, 83 replies from governments and 163 from national NGOs had been received (Michailakis, 1997). A report entitled Government Action on Disability Policy: a Global Survey provides a lengthy and detailed analysis of the information received from 130 countries, including country profiles, comparisons between countries, summaries of both government and NGO replies, etc. (Michailakis, 1997). Increasingly, the equal rights of persons with disabilities are being recognized the world over, yet, according to the report, maximizing the opportunities for persons with disabilities still remains a challenge to realize.

Finland

Finland is an example of a country that has adopted the United Nations Standard Rules on the Equalization of Opportunities for Persons with Disabilities in order to ensure that its laws and regulations pertaining to employment do not discriminate against individuals with disabilities nor erect barriers to individuals with disabilities in obtaining or maintaining employment (National Research and Development Centre for Welfare and Health, 1997). The Rules dictate that individual states should recognize and address persons with disabilities in all relevant policy-making and national planning, including employment, and that persons with disabilities should have equal opportunities for productive and gainful employment in

the labour markets in both urban and rural areas (National Research and Development Centre for Welfare and Health, 1997). Finland has recognized the need for initiating action programs promoting the employment of disabled people, and has allocated this responsibility to the Committee on Rehabilitation Matters. Components of the action program include vocational training, and measures to support employment of persons with disabilities in the open labour market (National Research and Development Centre for Welfare and Health, 1997)

United States

In 2001, the United States government announced the New Freedom Initiative which is founded upon the *Americans with Disabilities Act* (ADA) (US Department of Labour, 2002). The Initiative is an inclusive plan aimed at helping integrate individuals with disabilities into the labour force, expanding their educational options and increasing their access to new technologies. The Office of Disability Employment Policy (ODEP) was created to facilitate modifications to existing policies and practices in the Department of Labour, to spearhead increases in employment options and earnings opportunities for youth and adults with disabilities in the US, as well as promote collaboration across the federal government (US Department of Labour, 2002).

An example of one such collaboration is between the ODEP and the Employment Standards Administration's (ESA) Office of Federal Contract Compliance Programs (OFCCP) (US Department of Labour, 2002). Together, these groups examine potential partnerships with employer organizations such as the National Industry Liaison Group (NILG), and the Business Leadership Networks (BLNs) to promote and encourage public acceptance of employment of persons with disabilities. The partnerships will focus on "the development of combined technical assistance materials, training seminars, joint conferences and the development of additional public/private partnerships to improve employment opportunities for persons with disabilities . . ." (US Department of Labour, 2002).

Australia

The Commonwealth Disability Strategy in Australia helps Commonwealth organizations (i.e., all organizations except government business enterprises) make certain that their policies, programs and services are accessible to individuals with disabilities. The Strategy is comprised of a performance management framework which outlines the roles and responsibilities of government in assisting organizations meet these goals, as well as measurement and reporting strategies for each performance indicator (Government of Australia, 2000). The current strategy is an adaptation of the original version launched in 1994, and includes changes more suited to contemporary public sector practices and more relevant to Australia in the 21st century (Government of Australia, 2000). The Strategy is based on five principles:

- Equity
- Inclusion
- Participation
- Access
- Accountability

As a means of implementing the Strategy, each organization covered by the Commonwealth Disability Strategy must develop a Disability Action Plan which outlines their plans to eliminate work place discrimination and to remove barriers in the work place and within its operations (Government of Australia, 2000). The Strategy is flexible in that organizations may tailor strategies to fit their unique business activities. However, they must ensure that, for example, employment policies and procedures comply with the *Disability Discrimination Act*, that staff training and development projects take into account information about the needs of persons with disabilities and are accessible to staff with disabilities, and that plans are in place to confront negative stereotypes that inhibit persons with disabilities from acquiring and maintaining employment. (Government of Australia, 2000).

United Kingdom

In 1997, the Disability Rights Task Force was established to facilitate the UK's commitment to comprehensive and enforceable civil rights for persons with disabilities (Department of Education and Employment, 2000). A Disability Rights Commission (DRC) was created in 1998, and in 1999, the Task Force published the report *From Exclusion to Inclusion*, which outlined more than 150 recommendations on issues affecting individuals with disabilities, including employment (Department of Education and Employment, 2000). *Towards Inclusion: Civil Rights for Disabled Persons* outlines is the government's response to the recommendations outlined in the Task Force's report. Among the employment issues addressed are occupational pension themes, group insurance, handling complaints of, as well as protection from, discrimination and/or harassment, improved access to the workplace, and equalization of employment opportunities (Department of Education and Employment, 2000).